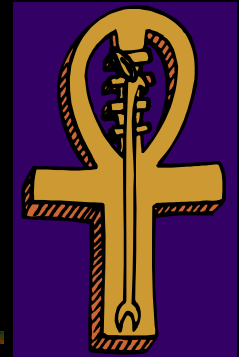


RELIGIOUS ACCOMMODATION



Overview

- ▣ Define Army policy on religious accom
 - ▣ Define religious discrimination
 - ▣ Discuss nine elements of religious disc
 - ▣ Identify four categories of religious pr
that can conflict with military duties
 - ▣ Explain the procedures for requesting
accommodations
 - ▣ Discuss commanders actions on reque
religious accommodation
-

ARMY POLICY ON RELIGIOUS ACCOMMODATION

It is the Army's policy to approve requests for religious accommodation of religious practices that will not have an adverse impact on readiness, unit cohesion, health, safety, discipline, or that otherwise interfere with the soldier's military duties.

RELIGIOUS DISCRIMINATION

Any action, intended or unintended, unlawfully or unjustly results in unequal treatment of a person or groups based on religion and for which distinctions are not rational considerations.

ELEMENTS OF RELIGIOUS DISCRIMINATION

- ❑ Discounting beliefs of others**
 - ❑ Religious jokes/slurs**
 - ❑ Compulsory services**
 - ❑ Exclusionary prayer**
 - ❑ Stereotyping people by their religion**
 - ❑ Non-association due to religion**
 - ❑ Failure to provide alternative services**
 - ❑ Lack of concern**
-

RELIGIOUS PRACTICES THAT CONFLICT WITH MILITARY DUTY

- ❑ Worship practices
 - ❑ Dietary practices
 - ❑ Medical practices
 - ❑ Wear and appearance of the uniform
 - ❑ Personal grooming
-

COMMANDER'S REQUIREMENTS

- ▣ High value the Army places on religious beliefs
 - ▣ Request is sincere and religion based
 - ▣ If the accommodation will have an adverse impact on military readiness, unit cohesion, standards, health, or discipline
 - ▣ Importance of the accommodation to the individual
-

Summary

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